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RICHARD W. WIEKING
CLERK, U.S. DISTRICT COURT
NORTHERN DISTRICT OF CALIFORNIA

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FRANK E. MAYO/State Bar #42972
Law Office of Frank E. Mayo
5050 El Camino Real, Ste. 228
Los Altos, CA 94022

(650) 964-8901

Attorney for Plaintiff

UNITED STATES DISTRICT COURT

NORTHERN DISTRICT OF CALIFORNIA

C08 03799

JOSE GARCIA,

Plaintiff,

VS.

BERKELEY FARMS, A CALIFORNIA
CORPORATION, LOCAL 853
OF THE INTERNATIONAL
BROTHERHOOD OF TEAMSTERS
AN UNINCORPORATED ASSOCIATION,

Defendants.

COMPLAINT FOR DAMAGES
AGAINST EMPLOYER AND
UNION UNDER § 301 OF LMRA
FOR COMPENSATORY DAMAGES
FOR UNLAWFUL DISCHARGE
AND BREACH OF UNION'S DUTY
OF FAIR REPRESENTATION
USC § 185

JURY TRIAL DEMANDED

Plaintiff makes complaint against Defendants and for a cause of action alleges as follows:

1. Plaintiff Jose Garcia brings this action under, and jurisdiction thereof is conferred on this court by virtue of section 301 of the Labor Management Relations Act (29 USC section 185) hereinafter referred to as the Act, to recover damages for Plaintiff's unlawful discharge by Defendant Berkeley Farms Inc., a California Corporation, Plaintiff's Employer and for breach by Defendant Local 853 of the International Brotherhood of Teamsters of its duty of fair representation owing to

1 Plaintiff.

2 2. Defendant Company Berkeley Farms is a corporation organized and existing under
3 the laws of the State of California and has its principal office and place of business located in
4 Alameda County within the jurisdiction of this court. This Defendant is engaged in the distribution
5 and sale of products (dairy products) in interstate commerce.
6

7 3. Plaintiff was employed by Defendant Berkeley Farms Inc. on approximately October
8 15, 1999 as a truck driver and was continuously in Defendant's employ in that classification until
9 February 12, 2008 when Plaintiff was unlawfully discharged by Defendant, as is more specifically
10 hereinafter alleged.

11 4. Defendant Union is, and at all times hereinafter mentioned was, a labor organization
12 representing employees in an industry affecting commerce as defined in Sections 2(5) and 501(1)
13 and (3) of the Act (29 USC section 152(5) and 29 USC Section 142(1), (3), and within the meaning
14 of Sec. 301 of the Act (29 USC Sec. 185). During all times hereinafter mentioned, this defendant
15 was the recognized collective bargaining representative of the truck drivers and transportation
16 employees, including Plaintiff, employed in defendant Company in its Alameda facilities.
17

18 5. At all times herein mentioned Don Pope and Ronald Aloise were managerial
19 employees of Defendant Berkeley Farms and in doing the things and committing the acts hereinafter
20 alleged were acting in the course and scope of said managerial employment.
21

22 6. At all times herein mentioned Bobv Strelo and Albert Apodaca were agents, servants
23 and employees of Defendant International Brotherhood of Teamsters Local 853 and in committing
24 the acts and doing the things hereinafter alleged were acting in the course and scope of said
25 employment.
26

27 7. On or about July 15, 2006 Defendant Company and Employee Union entered into a
28 collective bargaining agreement covering the employees, including Plaintiff, in the bargaining unit,

1 which agreement was in force during the entire period involved herein. Both defendants have copies
2 of the agreement and for that reason none is attached hereto. The agreement was entered into by
3 Defendants for the benefit of the employees in the bargaining unit, and Plaintiff as a member thereof,
4 is accordingly entitled to the benefit of the agreement and to enforce the provisions thereof.
5

6 8. The collective bargaining agreement provides that no employee covered by the
7 agreement shall be discharged except for good cause. Further said agreement provided for a
8 grievance procedure, which establishes a procedure culminating in binding arbitration, for the
9 presentation, negotiation, settlement, or other disposition of grievances, and expressly provides that
10 all cases of discharge, for whatever cause, shall be subject to the grievance procedure.
11

12 9. On or about January 1, 2008 Plaintiff protested conduct of Defendant Company
13 Berkeley Farms which was in violation of California policy which was Defendant Berkeley Farms
14 required Plaintiff to work through his lunch hour while charging him with having taken a bona fide
15 meal period of one hour each day he worked and thereby failing to compensate him at the
16 minimum hourly wage required by California statute and wage order for each hour he was required
17 to work during the meal period Defendant Berkeley Farms charged Plaintiff with having taken.
18

19 10. Defendant retaliated because of Plaintiff protestation by immediately engaging in
20 surveillance of Plaintiff and did thereafter on or about February 8, 2008 did falsely assert the
21 Plaintiff had falsified his timecard and thereafter on February 12, 2008 did terminate Plaintiff's
22 employment with Defendant Berkeley Farms.

23 11. As alleged above Plaintiff was discharged by Defendant Company on February 12,
24 2008. The notice of discharge recited as the supposed reason for the action taken that Plaintiff had
25 falsified his timecard. Plaintiff denies that he had ever falsified his timecard and further denies there
26 was good cause for his dismissal as required by the agreement. Plaintiff alleges that the true reason
27 for his discharge was that he had complained of Defendant Company's violation of California
28

1 policy.

2 12. Plaintiff protested his discharge to Defendant Union Representatives Bob
3 Strelo and Albert Apodaca and scheduled a meeting with Bob Strelo and Albert Apodaca. At said
4 meeting Strelo and Apodaca did represent to Plaintiff that if Plaintiff were to tell Defendant
5 Company's representative Don Pope and Ronald Aloise that he had in fact falsified his timecard he
6 would be reinstated to his employment with minor discipline and assured Plaintiff that it was in his
7 best interest to do so. Although Plaintiff had not falsified his time record Plaintiff relied on the
8 representations of his Union Agents because of his need to support his need to support his family
9 through his employment.
10

11 13. After Plaintiff made the statement to Defendant Company's managerial
12 employees he was terminated.
13

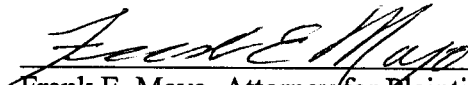
14 14. Defendant Union breached its statutory duty of fair representation owing
15 to Plaintiff under the provisions of the Act, conspired with defendant Company to permit Plaintiff's
16 discharge to stand, although there was no just cause therefore and the representations made to
17 Plaintiff were false and deliberately designed to give Plaintiff the false impression that a sincere
18 effort was made by Defendant Union to resolve the issues necessary to secure Plaintiff's
19 reinstatement.
20

21 15. Exhaustion of the contractual grievance procedure would be futile in
22 this case because of Defendant Union's misrepresentation and mishandling of the grievance
23 procedure in this matter.

24 16. As a result of Plaintiff's discharge by Defendant Company, in violation
25 of Plaintiff's rights under the collective bargaining agreement, and in breach by Defendant Union of
26 its duty of fair representation owing to Plaintiff, as alleged above, Plaintiff has suffered grievous and
27 extensive damages including loss of compensation and emotional distress.
28

1 Wherefore Plaintiff prays judgment against Defendant Company Berkeley Farms, Inc. and
2 Defendant Union for damages according to proof and costs of suit.

3 Dated: August 6, 2008

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5 Frank E. Mayo, Attorney for Plaintiff
6 Jose Garcia
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